

What a Pain in the Neck! Onsite Early Intervention

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Who is On-Site Solutions Physical Therapy?

- We are a Certified Woman Owned Business and run by physical therapists who see the need for more programs geared toward individual employees at the place of employment.
- With rising healthcare costs, many Americans are not seeking medical attention until the condition has worsened and needs a more aggressive treatment.
- Employees want to feel better, but they don't have quick and affordable access to healthcare providers that can treat their musculoskeletal discomfort effectively.
- Creating programs that employees will actually use...is our primary focus and the heart and passion of our company.



Why a physical therapist onsite?

1. Prevent, minimize, or eliminate impairment of body functions and structures, activity limitations, and participation restrictions.
Performance enhancement and risk reduction services.
 - * Musculoskeletal experts – educated for 6-8 years (masters or doctorate) in normal and abnormal movement patterns, as well as co-morbidities.
 - * Movement specialists – our scope of practice is to observe movement and assess weakness, tightness, and abnormal movement and give the appropriate exercise or home program

OSHA First Aid

- [1904.7\(a\)](#)
- ***Basic requirement.*** You must consider an injury or illness to meet the general recording criteria, and therefore to be recordable, if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. You must also consider a case to meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness

Physical Therapy (our) definition of an “injury”

- Loss of function for home or work activities
- Significant pain (>5/10)
- Significant sign (measurable or observable) or symptoms (subjective via personal discovery) attributed to the event
 - Swelling, redness, decreased range of motion, defect,
 - Numbness, tingling, loss of feeling, pain

What constitutes First Aid per OSHA?



NONPRESCRIPTION DRUGS OR
AT A NONPRESCRIPTION
STRENGTH



HOT OR COLD THERAPY



NON-RIGID FORM OF SUPPORT



MASSAGE



(COMPLETE LIST CAN BE
FOUND AT

[WWW.OSHA.GOV/OSHAWEB/
OWADISP.SHOW_DCOUMENTS
?P_TABLE=STANDARDS&P_ID=
9638](http://WWW.OSHA.GOV/OSHAWEB/OWADISP.SHOW_DCOUMENTS?P_TABLE=STANDARDS&P_ID=9638)



Business case for early intervention programs

Gatchel RJ, Polatin PB, Noe C, Gardea M, Pulliam C, Thompson J. Treatment and Cost-Effectiveness of Early Intervention for Acute Low Back Pain Patients: A One Year Prospective Study. J Occup Rehabil. 15:13 (1): 1-9

- Patients assigned into Early Intervention Group or Non-Intervention Group for low back pain.
- There was fewer incidents of chronic pain disability across wide range of criteria (work, healthcare utilization, medication use, self-reported pain) in the Early Intervention Group.

Early Intervention Group was more likely to go back to work and less likely to take narcotics.

Early Intervention Group average cost = \$12,721 pp/year

Non-Intervention Group average cost = \$21,843 pp/year

Early Intervention Programs



- One-on-one prevention visit with healthcare provider (physical therapist)
- Job coaching (working with restricted duty)
- Telemedicine or telephonic triage (right provider at the right time)
- Ergonomic education and programs
- Functional Job Descriptions
- Stretching education and videos
- Pre-employment screens or new employee education on work tasks best practice techniques
- Health and wellness coordination and education

Onsite Early Intervention Benefits

SAFETY/RISK CONSIDERATIONS:

1. Early Intervention Programs catch musculoskeletal discomfort early and provides appropriate medical advice as to not snowball into a larger injury
2. Onsite physical therapy is easy and convenient for employees
3. The onsite provider understands the physicality of the jobs and can effectively work with the employee on safe work postures and habits
4. The onsite provider will consistently assess ergonomic risks and assist with the solutions

HEALTHCARE CONSIDERATIONS:

1. Onsite physical therapy decreases the time from work and is more effective in addressing work issues as it relates to the discomfort
2. Onsite PT has improved compliance with a captive audience (we can find them!)
3. Onsite PT is a free service for the employee so they are more likely to complete treatment duration recommendations
4. The employees know and trust the onsite therapist as they have a consistent presence in the work environment and culture

Education and
communication
is the key!

- Group lunch and learn
- Education boards
- Plant periodicals
- Educational handouts
- Testimonials





Manufacturing Company

- Comparing all PT services cost from 2013 (pre onsite PT) to 2014 Wilson Tool showed a 39% reduction in charges; comparing 2013 to 2015 they have seen a 26% reduction in charges
- Comparing Intervertebral Disc Disorders from 2014 to 2015 Wilson Tool has seen a reduction in charges of 95%

Services provided: Onsite traditional physical therapy, early intervention for work and non work related musculoskeletal issues, group stretching programs, ergonomics, Functional Job Analysis, and wellness education



Client satisfaction survey – Wilson Tool

- I felt comfortable asking questions: 4.9 (5 point scale)
- I felt the PT cared about me and helped me as an individual: 4.9
- I felt that having PT/injury prevention services available to me and my family was a benefit of working at Wilson Tool: 4.9

Bartender mentality.... With knowledge of sprain and strain issues





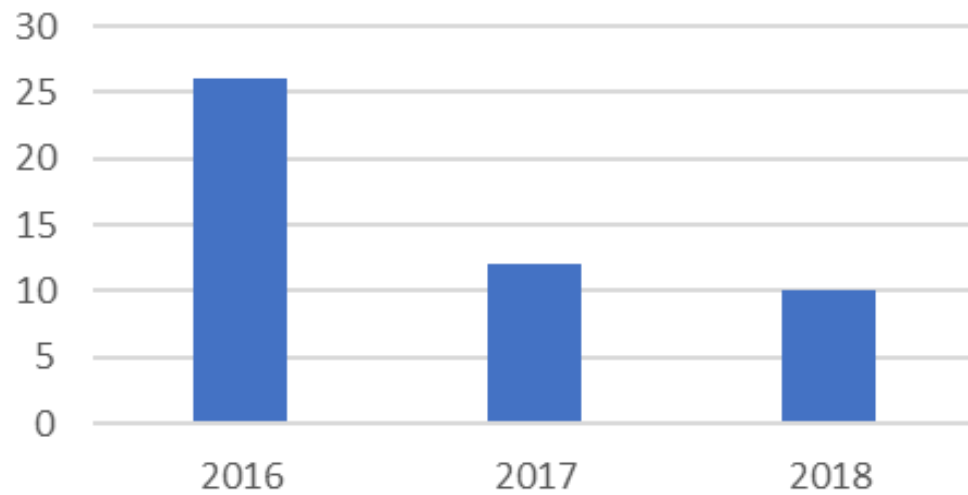
Manufacturing (1 location started June 2017)

Services have been expanded to 3 other facilities per the proven results and positive ROI

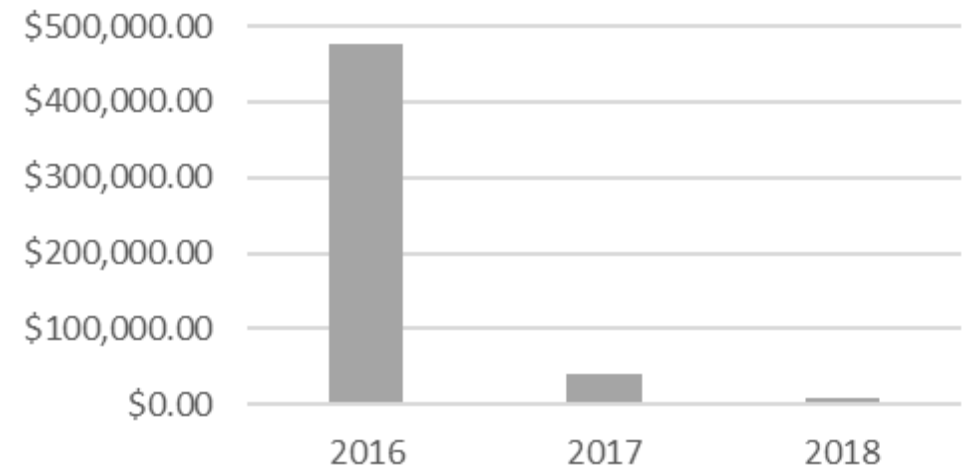
	2016	2017	2018
Muscle-related Recordables	3	4	1
Average Cost Per Injury	\$ 21,049	\$ 35,464	\$ 1,919
Total Cost for year	\$ 63,148	\$ 141,855	\$ 1,919









Total # of Injuries



Total Yearly \$ workers comp





Year	Year over Year Change	Sprain/Strain Recordable Injuries	Year over Year Change	Worker's Comp \$ affecting Tennant Insurance Premiums
2016		26		\$475,625.61
2017	54% 	12	91% 	\$40,488.61
2018	17% 	10	81% 	\$7,377.90

What benefits could happen if you bring healthcare TO your employees?



Questions?

